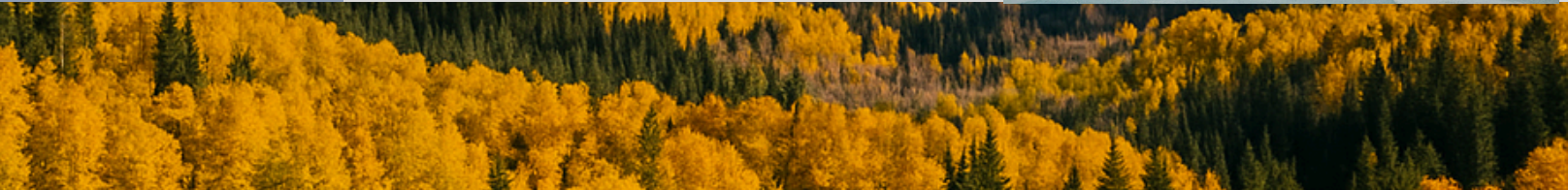




County Manager



The County

Located just 35 miles west of Denver along the I-70 corridor, Clear Creek County (population 9,355, 396 sq. mi.) combines majestic Rocky Mountain beauty with proximity to the Denver metropolitan area. With 72% of land held in public ownership, Clear Creek is a recreational paradise, home to four 14,000-foot peaks, historic mining towns, and endless opportunities for skiing, rafting, hiking, and outdoor adventure. The County has a rich history dating back to the 1859 Gold Rush and remains a gateway between Denver and Colorado's high country. Residents enjoy small-town charm, vibrant community life, and easy access to the cultural and economic amenities of Denver.

The Organization

Clear Creek County is a statutory county governed by a three-member Board of County Commissioners, elected at-large to four-year terms. Other elected officials include the Assessor, Clerk & Recorder, Coroner, Sheriff, Surveyor, and Treasurer. Clear Creek is part of Colorado's 5th Judicial District, along with Eagle,

Lake and Summit Counties. The 2025 budget of \$48 million (GF reserve: \$19 million). Issues facing the county always include Interstate-70, e.g., traffic, noise, construction, environmental impacts, etc. Property tax collections from the Henderson Mine, a molybdenum mine on which county revenue is heavily dependent, have decreased dramatically in recent years, which has caused a major hit to the county budget. The county is seeking more economic diversification through tourism, recreation, and other sources.

The County employs around 210 FTEs across nine divisions:

- Administration
- Public Works
- Public & Environmental Health
- Human Resources
- Internal Services
- Strategic & Community Planning
- Finance
- EMS
- Human Services

The Opportunity

The County Manager serves as the Chief Executive Officer for Clear Creek County, providing visionary leadership and operational oversight across all County functions. Reporting directly to the Board of County Commissioners, the Manager ensures the alignment of County services with the Board's strategic goals and the needs of staff, residents, businesses, and visitors.

Key Responsibilities

- Lead all County operations and staff with integrity and transparency.
- Oversee strategic planning and policy implementation.
- Manage a \$55.1M budget and ensure fiscal responsibility.
- Supervise division directors and foster a collaborative workplace culture.
- Represent the County in regional, state, and federal initiatives.
- Promote transparent, responsive community engagement.

QUICK FACTS

Population: 9,400 Salary Range: \$198k -\$227,725k

Budget: \$48 million Mileage: 396 square miles



The Ideal Candidate

We believe leadership is an attitude, not a title.

Our culture values accountability, creativity, and clear communication.

Ideas are welcomed from all levels, and expertise is shared openly, never siloed.

We prioritize concise, direct communication and constructive feedback, providing a clear path for improvement.

Leaders here are visible, approachable, and decisive. They listen, seek feedback, and treat all team members with respect and equality.

We celebrate success, ask for help when needed, and resolve conflict directly.

Above all, leadership means moving conversations forward, fostering collaboration, and creating opportunities for growth.

The ideal candidate values high-functioning teams and knows how to build and maintain them. This individual is a partner, coach, and mentor who delegates effectively, avoids micromanagement, and values flexibility, transparency, and balance. Has a desire to be resilient and creative in leading a mountain community with unique opportunities and challenges.

We are seeking a proven leader with success in local government management, strong fiscal oversight, and organizational development expertise. The ideal candidate will bring political acumen to work effectively with elected officials and stakeholders, along with excellent communication skills and a collaborative leadership style that fosters trust, teamwork, and strategic progress.

Salary and Benefits

The salary range for the County Manager is \$198,100 to \$227,725 per year. The final salary will be decided based on qualifications and experience.

In addition, Clear Creek County has a robust benefits package that includes paid time off (PTO) and sick leave, medical, dental, and vision insurance, along with Retirement benefits: two plans available, County matches one. Life, AD&D, STD, and LTD insurance are also offered at no cost to the employee, as well as voluntarily. Clear Creek County also offers paid holidays, tuition reimbursement, and a 529 college savings plan, public service loan forgiveness (PSLF), and virtual AMAZE health. Additionally, employees and their dependents are eligible for free membership at the Clear Creek Metropolitan Recreation District (CCMRD) in Idaho Springs.

In addition, Clear Creek County offers a four-day workweek hybrid work schedule and is open to the public Monday through Thursday.

Education Requirements

- Bachelor's degree in Public Administration, Political Science, Business Administration, or related field (Master's preferred).
- Minimum of five years of progressively responsible local government management experience.
- Demonstrated expertise in budget management, policy development, and intergovernmental relations.
- Valid Colorado driver's license (or ability to obtain). Successful completion of a background check.

The Process

Interested candidates should submit a cover letter and résumé electronically to:

[Clear Creek County](#)

Recruitment Timeline:

- Application Deadline: Sept 29 2025
- Initial Screening: Week of October 20, 2025
- Phone Interviews: Week of October 27, 2025
- In Person week of Nov 3, 2025
- Appointment: Nov 18, 2025

For more information, please visit:
www.clearcreekcounty.us